

STAFF DEVELOPMENT

The Weekend Leader, Assistant Weekend Leader, Staff Coordinator work together to put together a well-balanced staff that meets the following criteria:

LEVELS OF STAFF MEMBERS:

- 1) Rookie: 1st time staffing
 - No previous experience staffing
 - Recruit from previous 8-Week R Groups
 - Check in with the R Group Leaders and ask who they think has the potential to staff. Call those men/women and personally invite them to staff.
- 2) Junior: 2-5 staffings
 - Beginning to grasp the content and flow of weekend, still primarily in support roles
 - Moving into more up front roles
 - Learning and mastering Rock Work facilitation
 - Speaking Roles
 - Rock Work Training & Grasp of fundamentals of Rock Work
 - Grasps well the content and flow of the weekend
- 3) Senior Staff: 6 + staffings
 - Mentoring other staff members on the weekend
 - Speaking Roles
 - Mastering Rock Work skills and leading/co-leading Rock Work Groups
 - Mastering the content, philosophy and organizational aspects of the weekend.
 - Assistant Leaders
 - Weekend Leaders

RECRUITING STAFF

Weekend Leaders are responsible for recruiting and choosing staff. (They will be assisted by the Assistant Weekend Leader, Staff Coordinator, and Regional Coordinator.)

The number of staff to recruit: Approximately 1:1 ratio of staff to attendees (More is acceptable)

CRITERIA FOR DETERMINING STAFF MAKE UP:

Goal:

- 1) Rookies 1/3 of total staff
 - Actively recruit men/women who have recently attended a weekend.
 - ESPECIALLY THE MOST RECENT WEEKEND and especially those who are in the current Follow-Up R Groups from the last weekend.)
- 2) Juniors 1/3 total
- 3) Senior 1/3 of total

KEY CONSIDERATIONS

- Staff demographics should be balanced with respect to age, personal maturity, and enthusiasm for this work.
- Clarity around Staff Expectations
- Minimum of two to four staff per Rock Work Group who can lead Rock Work processes fully to completion on their own. Two of the four should be able to oversee and lead the entire group and have the ability to assist staff in completing all processes. These staff members should have a solid knowledge of the principles of Rock Work, the specific processes we use, and growing confidence in providing a quality Rock Work experience for the attendees.
- Dealing with exceptions and special requests from staff. The expectation is that the staff be there the entire weekend. Occasionally, we will allow a staff person to arrive late on Friday or leave early. This is the exception. If a person has work obligations and cannot attend both staff meetings, we do make exceptions for this requirement and allow them to attend just one staff meeting.
 - o No local rookies can staff unless they attend at least one staff meeting.
 - o In some cases, when we have an experienced or mature staff person who cannot attend any staff meetings because of prearranged conflicts, we will allow him/her to staff anyway. Use your judgment based on answering the question, “Do we need this person to create a quality staff on the weekend?”
 - o Consider the ramifications and the person who is staffing in order to make exceptions.
- See WATC Staff Invite Email in Meetings Tab. Obtain agreements to these requirements before inviting people to join the staff.
- If a staff applicant has recruited an attendee for the weekend, then that applicant should make it on to staff.

ASSIGNING JOBS

The Weekend Leader, Assistant Weekend Leader, and Staff Coordinator (where possible) should be involved in the job assignment process. More input can help to think through the selection process.

CRITERIA FOR ASSIGNING WEEKEND JOBS TO THE STAFF:

Primary Goal: Give the attendees a quality experience (Choose the right person for jobs in order to accomplish this goal.)

Secondary Goal: Give the staff an opportunity for personal growth. (Offer opportunities for women to grow and stretch, but not at the expense of the attendees getting a quality experience from a prepared staff.)

“I care about the staff getting what they want. I care more about the attendees getting what they need. Ideally, we can accomplish both of these as the staff matures.” Bob H.

- Refer to Job’s List Template in the Staff Manual, which identifies Staff Level for each job.
- Number of times one has staffed. Make appropriate selection based on level of each job.
- Identify what type of energy is best suited for each job. Does the person have the mature energy which will create the best result for a specific job?
- Age
- Personal Maturity
- Experience (Giftedness)
- Ask: “Will the attendees follow this man/woman – their energy, presence, maturity? For example: Is the person leading the Anger Exercise someone who can get the attendees to follow?”

Some jobs require less of the above than others. Some require more. Be intentional.

Important: When assigning jobs read the description of the job and take seriously the recommendations for age, energy, maturity, etc.

NOTE THE FOLLOWING:

- **Group Building Exercise Leader:** Choose the leader based on level of experience, ability to communicate well and lead others.
- **Anger Exercise Leader:** Choose the most experienced person with the most Warrior energy. Do not give this job to someone who is predominantly in their head or heart. This requires a strong, confident presence and voice.

CRITERIA FOR SELECTING SMALL GROUP LEADERS

- Junior to Senior Staff Level
- Proven ability to be integrated (heart and mind)
- Clear communicator
- Commitment to prepare for role (Watching training video - this doesn't exist yet - and memorizing processes)

ASSIGNING LEADER/COORDINATOR JOBS:

- Do NOT assign a leadership job or mentor role to someone who has not already done that particular job. In other words, a person must have already done the Registration Coordinator job (and understand it well) to become the mentor of a Registration Coordinator.
- The Assistant Weekend Leader, Staff Coordinator, or a Team Leader may also have the role of being one of the other job coordinators.

CRITERIA FOR SELECTING SPEAKERS:

- An ability to learn the speaking parts effectively. No more than one 3x5 card. All talks must be memorized or closely memorized. NO elaboration on the text.
- Someone who has a confident presence and who can communicate clearly.
- Pair the speaking part with a person who has the appropriate energy/spirit/maturity for the talk.
- Ask: "Does this person have the ability to call or ask the attendees to do what we are asking them to do through the message of this particular speaking role?"
- Give smaller speaking roles to staff who have never had speaking roles.
- Proven speakers who do well with the smaller speaking roles can be given larger speaking roles in the future.
- Assign two people to each speaking role taking into account all of the above criteria. One person will be the speaker on the weekend and the other will be the back-up in case the original speaker is not able to speak or is not prepared. BOTH should prepare for the part on the weekend.
- Speakers should be coached to do an excellent job, which is different than perfect.
- Confirm with all volunteers for speaking roles that they understand the above expectations.

CRITERIA FOR ASSIGNING TRANSITIONS STATEMENTS & WEEKEND DETAILS TALK

- Consider the message of the transition and what type of maturity and energy is needed by the speaker to effectively communicate the transition.
- Example: When we are asking someone to "trust the process" it would make sense that this would come from a more seasoned staff person (both age and maturity).
- Various members of the Leadership Team should be assigned roles for the Weekend Details Talk. Assign these roles to the leadership team when assigning other jobs.
- When assigning Sacred Space transitions choose someone who is familiar with stepping into Sacred Space with the appropriate energy, voice, and centeredness.